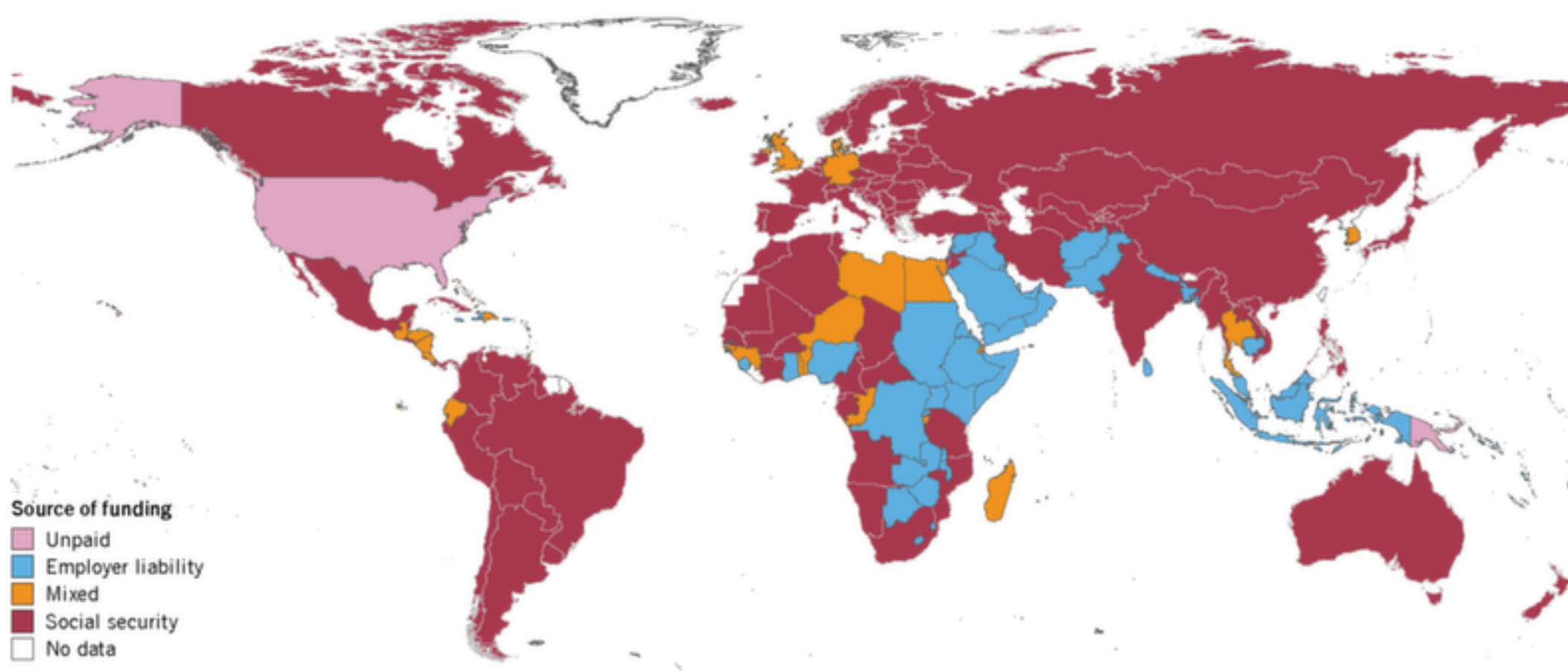


Map 2.2 Source of funding of maternity leave cash benefits, 2013 (185 countries and territories)

Source: ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [26 Mar. 2014].

their social insurance systems to increase the role of employers in funding maternity benefits. Regional patterns of funding for maternity leave have remained generally stable among Latin American and Caribbean countries, with Nicaragua moving from a purely social security financing system to a mixed system and Dominica setting up a social insurance system in 2009. Finally, Jordan in the Middle East shifted from an employer liability to a social security system, with the inverse process occurring in Iraq.

In conclusion, the vast majority of countries provide for cash benefits during maternity leave and the small minority providing leave but no payment has declined since 1994 (see map 2.2 for source of funding in 185 countries and territories). The complexity of systems makes it difficult to determine whether benefits are generally increasing or decreasing. Globally, social security systems are used as the sole source of payment in the majority (almost 60 per cent) of the countries covered in this report, and pay at least some of the benefit in just over 15 per cent. The number of countries in which employers are fully responsible for paying maternity benefits has declined slightly during the past 20 years, while the usage of mixed systems is increasing. The shift away from systems relying entirely on employer liability is encouraging as it reflects progress towards the principles and legal provisions called for in ILO standards. However, there is a need to step

up these efforts and the persistent predominance of employer liability systems in Asia, Africa and the Middle East, especially in countries where social inequalities as well as maternal and child mortality rates are high, is a matter for concern. Finding viable collective ways of financing maternity benefits without placing undue financial costs on the woman's employer is essential to achieving both effective maternity protection and equality between men and women at work and should therefore become a priority in shaping policy.

National conformity with Convention No. 183 on duration, amount and source of funding

When all three dimensions of leave duration, level of payment and source of funding are taken into consideration, the number of countries reaching the standard set out in Convention No. 183 declines.⁶¹ Of the 167 countries included in this report, 34 per cent (57 countries) reached or exceeded all three of the requirements in Convention No. 183 (see figure 2.6). Two-thirds (110) of the 167 countries studied fall short of the provisions set out by Convention No. 183 when these three key aspects are considered.⁶²

The highest rates of conformity on all three standards are in the Eastern European and Central Asian